S3610-2.1-4

Salary Schedules of Professional Personnel
Maryland Public Schools
1986–87

Office of Management Information Systems
Maryland State Department of Education
200 West Baltimore Street
Baltimore, MD 21201

OMIS 04100(R) 250 10/86

INTRODUCTION

The following salary information was prepared from the actual salary schedules submitted to the Maryland State Department of Education by the 24 local education agencies (LEA's).

Part I contains actual salary schedules for new teachers with (1) a Bachelor's Degree and a Standard Professional Certificate or (2) a Master's Degree and an Advanced Professional Certificate. Any compensation available only for personnel employed prior to specified dates has been ignored. Therefore, transitional salary schedules, schedules for previously employed personnel, extra duty pay, etc., are not included.

Part II contains maximum salaries attainable within the LEA for the positions shown. The salaries for Superintendent and Deputy Superintendent are not only the maximum for the year but are also the actual.

Part III shows the range available for Directors, Instructional Supervisors, Principals and Vice Principals. No attempt is made to describe any requirements for reaching the maximum salary within any of the classifications. However, within each position there may be multi-salary scales based on the level of responsibility. For example, a principal's salary may be based on size of school or school level. So, while it may be possible to receive $45,000 as a high school principal in a school with enrollment greater than 1,500, an elementary principal in a school of 250 students in the same LEA may reach the maximum at $40,000.

Additional information may be obtained by contacting any of the 24 LEA personnel offices.

Table 1

Teacher Salary Range and Number of Steps on Scale: Maryland Public Schools: 1986-87

Local Unit	Bachelor's Degree			Master's Degree (With APC)		Master's Degree + 30 Hours		Master's Degree + 60 Hours		Doctor's	
	Minimum	Maximum	Number of Steps	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Allegany	$15,849	$25,102	14	$16,423	$27,297	$20,287	$28,163	$20,969	$28,845	$22,237	$30,113
Anne Arundel	16,809	26,866	11	18,854	29,852	20,199	31,198	-	-	21,859	32,858
Baltimore City	17,000	23,896	12	*18,187	25,568	19,182	26,964	-	-	20,320	28,561
Baltimore	17,500	25,541	10	*18,842	33,224	20,187	34,676	21,007	35,404	21,709	36,128
Calvert	20,000	25,841	10	*20,000	31,121	23,706	32,863	-	-	-	-
Caroline	17,000	25,122	14	*18,320	27,408	18,807	27,935	-	-	19,377	28,505
Carroll	+18,133	27,116	14	*18,133	29,778	19,630	31,275	-	-	20,430	32,075
Cecil	17,100	26,640	15	18,600	28,140	19,300	28,840	19,950	29,490	20,200	29,740
Charles	18,000	24,500	10	*19,300	30,190	-	-	-	-	-	-
Dorchester	17,000	20,000	10	20,000	26,500	21,100	27,500	-	-	22,200	28,900
Frederick	17,850	24,136	12	19,000	28,028	19,500	29,585	-	-	-	-
Garrett	15,939	22,753	14	16,739	25,560	19,656	26,060	20,156	26,560	20,656	27,060
Harford	17,100	26,976	15	*18,247	29,945	19,861	32,913	-	-	20,361	33,413
Howard	19,100	26,499	10	*19,400	33,837	19,977	34,683	-	-	20,871	35,628
Kent	15,441	21,328	10	17,624	28,096	18,239	28,665	18,564	29,048	-	-
Montgomery	19,000	27,052	10	*20,573	39,224	21,146	40,654	-	-	-	-
Prince George's	19,000	22,688	7	22,336	35,199	24,004	36.867	24,839	37,701	25,239	38,101
Queen Anne's	22,000	23,540	10	23,530	32,770	24,030	33,270	-	-	24,830	34,070
St. Mary's	18,000	22,946	10	19,000	28,598	20,000	29,891	-	-	-	-
Somerset	17,000	20,500	10	18,500	23,000	-	-	-	-	19,000	23,500
Talbot	17,973	25,982	15	20,262	28,232	20,945	28,907	22,456	29,307	-	-
Washington	18,000	24,673	13	*18,618	29,738	19,437	31,211	19,737	31,511	19,937	31,711
Wicomico	17,500	25,000	14	19,500	27,300	20,000	27,800	-	-	-	-
Worcester	19,284	28,384	14	*21,784	30,884	23,034	32,134	-	-	24,284	33,384

NOTE: Excludes longevity
*Advanced Professional Certificate (APC) not required
+Includes recruitment add-on of $1,497 as determined by the Board to attract highly qualified new teachers

Table 2

Ten-Month Salary Schedules for New Teachers in Maryland Public Schools: 1986-87
Bachelor's Degree

Step on Schedule	Allegany	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	$15,849	$16,809	$17,000	$17,500	$20,000	$17,000	$18,133	$17,100	$18,000	-	$17,850	$15,939
2	16,361	17,801	17,162	17,643	20,250	17,000	18,133	17,200	18,000	17,000	17,875	16,465
3	17,056	18,791	17,488	18,708	20,500	17,187	18,133	17,340	18,660	17,000	17,895	16,988
4	17,775	19,782	17,838	19,562	20,750	17,672	18,798	17,740	19,720	17,000	17,907	17,510
5	18,518	20,837	18,311	20,415	21,094	18,320	19,630	18,290	20,620	17,500	18,685	18,036
6	19,263	21,832	18,860	21,269	21,936	18,969	20,462	19,340	21,440	18,000	19,464	18,560
7	19,994	22,826	19,426	22,337	22,835	19,618	21,294	20,040	22,320	18,500	20,242	19,085
8	20,701	23,824	20,009	23,406	23,706	20,266	22,125	20,740	22,990	19,000	21,021	19,607
9	21,421	24,816	20,609	24,472	24,549	20,937	22,957	21,340	23,610	19,500	21,799	20,132
10	22,189	25,812	21,231	25,541	25,841	21,618	23,789	22,040	24,500	20,000	22,578	20,657
11	22,847	26,866	21,868			22,300	24,621	23,140			23,357	21,180
12	23,640		23,896			22,980	25,453	23,840			24,136	21,703
13	24,370					23,662	26,284	24,540				22,228
14	25,102					25,122	27,116	25,240				22,753
15								26,640				
Longevity												
15		28,283	27,649									
19								27,590				
20		29,280	28,492	26,295		26,008						23,797
21	25,779											
24								28,540				
25		30,277	29,335	27,049		26,881						24,846
26	26,456											
29								29,490				
30		31,273		27,803		27,753						
35				28,557								
40				29,311								

NOTE: Special provisions under grandfather clauses are not reflected above

Table 2 (continued)

Ten-Month Salary Schedules for New Teachers in Maryland Public Schools: 1986-87
Bachelor's Degree

Step on Schedule	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	$17,100	$19,100	$15,441	$19,000	$19,000	$22,000	$18,000	*$17,000	$17,973	$18,000	$17,500	$19,284
2	17,300	19,400	16,010	19,342	19,000	22,000	18,200	17,000	17,973	18,000	17,500	19,284
3	17,700	20,500	17,055	19,691	19,000	22,000	18,400	17,300	17,973	18,132	17,900	20,484
4	18,457	21,000	17,496	20,728	19,685	22,220	18,600	17,600	18,455	18,786	18,400	21,084
5	19,232	21,743	18,158	21,783	20,686	22,440	19,010	18,000	19,131	19,440	18,900	21,684
6	20,006	22,696	18,715	22,837	21,687	22,660	19,789	18,500	19,805	20,094	19,400	22,384
7	20,781	23,646	19,389	23,890	22,688	22,880	20,565	19,000	20,481	20,748	19,900	23,084
8	21,555	24,598	20,062	24,947		23,100	21,341	19,500	21,156	21,403	20,500	23,784
9	22,329	25,548	20,387	25,999		23,320	22,079	20,000	21,831	22,057	21,100	24,484
10	23,104	26,499	21,328	27,052		23,540	22,946	20,500	22,506	22,711	21,700	25,184
11	23,878								23,182	23,365	22,500	25,984
12	24,653								23,856	24,019	23,300	26,784
13	25,427								24,532	24,673	24,100	27,584
14	26,202								25,206		25,000	28,384
15	26,976								25,982			
Longevity												
15												
19									26,582	25,327		
20							23,614	21,000		25,981	25,900	28,884
21	27,476											
24									27,182			
25							24,282			26,635	26,800	29,384
26	27,976											
29									27,782			
30							24,950				27,700	29,884
31	28,476											
35												
40												

NOTE: Special provisions under grandfather clauses are not reflected above

Table 3

Ten-Month Salary Schedules for New Teachers in Maryland Public Schools: 1986-87
Masters Degree

Step on Schedule	Allegany	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	16,423	$18,854	$18,187	$18,842	$20,000	$18,320	$18,133	$18,600	$19,300	-	$19,000	16,739
2	16,935	19,845	18,360	19,137	20,500	18,320	18,965	18,700	19,720	-	19,200	17,265
3	17,630	20,837	18,709	20,415	21,094	18,969	19,796	18,840	20,380	-	19,400	17,310
4	19,421	21,832	19,083	21,484	21,936	19,618	20,628	19,240	21,440	20,000	19,464	19,156
5	20,202	22,826	19,589	22,550	22,835	20,266	21,460	19,790	22,320	20,700	20,242	19,681
6	20,994	23,824	20,177	23,620	23,706	20,937	22,292	20,840	23,180	21,300	21,021	20,205
7	21,798	24,816	20,782	24,686	24,549	21,618	23,124	21,540	24,030	21,900	21,799	20,729
8	22,591	25,812	21,405	25,755	25,448	22,300	23,955	22,240	24,700	22,600	22,578	21,253
9	23,383	26,866	22,047	26,819	26,374	22,980	24,787	22,840	25,340	23,200	23,357	21,778
10	24,187	27,862	22,716	27,889	27,610	23,662	25,619	23,540	26,210	23,800	24,135	22,302
11	24,932	28,853	23,398	28,952	28,509	24,342	26,451	24,640	27,070	24,500	24,914	22,826
12	25,724	29,852	25,568	30,020	29,408	25,023	27,282	25,340	27,740	25,100	25,692	23,349
13	26,530			31,088	30,250	25,703	28,114	26,040	28,360	25,700	26,471	23,873
14	27,297			32,158	31,121	27,408	28,946	26,740	28,990	26,500	27,249	24,398
15				33,224			29,778	28,140	30,190		28,028	24,922
16												25,560
Longevity												
15		31,267	29,134									
17										27,500		
19								29,090				
20		32,261	30,097	33,978	32,020	28,287			30,940	28,600		26,607
21	27,974						31,109					
23										29,600		
24		33,255				29,166			31,440			
25			31,060	34,732	32,919		32,440	30,040				27,655
26	28,651							30,990				
29		34,250				30,045			31,940			
30				35,486	33,733							
35				36,240								
40				36,994								

NOTE: Special provisions under grandfather clauses are not reflected above

Table 3 (Continued)

Ten-Month Salary Schedules for New Teachers in Maryland Public Schools: 1986-87
Masters Degree

Step on Schedule	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	$18,247	$19,400	$17,624	$20,573	$22,336	$ -	$19,000	$ -	$20,262	$18,618	$19,500	$21,784
2	18,619	19,900	18,228	21,146	22,336	-	19,200	-	20,262	18,618	19,500	21,784
3	19,490	21,821	18,878	22,134	22,336	-	19,400	-	20,262	19,272	19,900	22,984
4	20,361	22,775	19,342	23,365	23,021	23,530	19,789	18,500	20,706	19,926	20,400	23,584
5	21,232	23,727	19,900	24,591	24,022	23,605	20,565	19,000	21,381	20,580	20,900	24,184
6	22,104	24,676	20,654	25,825	25,023	24,850	21,341	19,500	22,056	21,234	21,400	24,884
7	22,975	25,628	21,328	27,050	26,024	25,510	22,119	20,000	22,731	21,889	21,900	25,584
8	23,846	26,576	22,024	28,279	27,025	26,170	22,946	20,500	23,406	22,543	22,500	26,284
9	24,717	27,531	22,709	29,513	28,026	26,830	23,726	21,000	24,081	23,197	23,200	26,984
10	25,589	28,481	23,452	30,742	29,027	27,490	24,501	21,500	24,757	23,851	24,000	27,684
11	26,460	29,432	24,265	31,972	30,028	28,370	25,282	22,000	25,431	24,505	24,800	28,484
12	27,331	30,381	24,985	33,199	31,029	29,470	26,110	22,500	26,107	25,159	25,600	29,284
13	28,202	31,331	25,751	34,432	32,029	30,570	26,989	23,000	26,781	25,813	26,400	30,084
14	29,073	32,284	26,494	35,661	33,030	31,670	27,665		27,457	26,467	27,300	30,884
15	29,945	33,237	28,096	36,374	33,364	32,770	28,598		28,232	27,121		
16		33,837		37,324	33,698					27,775		
17				38,274	34,031					28,430		
18				39,224	34,365					29,084		
19					34,699					29,738		
Longevity												
15												
18		34,737				33,770						
19									28,832			
20					35,199		29,266	25,500		30,392	28,200	31,384
21	30,445	35,737	28,990									
24									29,432			
25		36,683			35,866	34,270	29,934			31,046	29,100	31,884
26	30,945											
29									30,032			
30							30,602				30,000	32,384
31	31,445											
35												
40												

NOTE: Special provisions under grandfather clauses are not reflected above

TABLE 4

Maximum Salaries for Selected Positions in Maryland Public Schools: 1986-87

Local Unit	Superintendent*	Deputy Superintendent*	Associate Assistant' Superintendent	Director	Instructional Supervisor			
					Master's	Master's + 30	Master's + 60	Doctor's
Allegany	51,354	-	50,219	-	40,794	41,660	42,342	43,610
Anne Arundel	80,337	77,670	70,479	63,938	53,856	-	-	-
Baltimore City	78,800	-	58,100(Assoc) 53,700	46,171	46,171	-	-	-
Baltimore	80,500	68,664	67,542(Assoc) 63,604	55,030	48,663	50,363	51,214	52,061
Calvert	69,000	-	58,400	54,000	44,800	47,600	49,000	50,400
Caroline	55,600	-	47,600	44,960	42,140	42,640	-	43,640
Carroll	64,980	-	56,840	50,682	44,536	45,796	-	46,670
Cecil	57,000	-	55,556	52,698	45,650	47,950	48,450	48,750
Charles	57,000	-	*50,000	47,430	40,705	-	-	-
Dorchester	53,000	-	48,000	44,360	41,168	42,168	-	43,168
Frederick	70,290	-	*55,000 *57,250(Assoc)	51,030 53,500(Area)	43,899	-	-	44,899
Garrett	49,883	-	47,497	45,681	43,012	43,512	44,012	44,512
Harford	64,805	55,980	-	49,131	41,848	45,410	-	46,010
Howard	78,150	-	*70,527(Assoc) *63,706(Asst)	69,898(Exec) 63,544	51,723	52,569	-	53,516
Kent	48,000	-	-	46,346	43,244	43,744	44,094	44,294
Montgomery	90,630	85,243	*77,068(Assoc)	64,105	56,716	-	-	-
Prince George's	88,820	76.860	71,370	62,220	47,554	49,557	50,558	51,038
Queen Anne's	64,000	-	-	52,000	49,020	49,270	-	50,320
St. Mary's	53,000	-	-	48,984	40,060	41,429	-	42,115
Somerset	48,438	-	*39,986	-	33,850	34,450	-	35,050
Talbot	63,998	-	45,967	-	41,301	42,398	-	43,496
Washington	67,500	54,000	-	45,766	41,348	42,298	-	42,623
Wicomico	58,000	-	*47,800	45,500	41,650	42,850	-	43,150
Worcester	65,000	-	*52,500	-	45,232	47,002	-	48,772

Note: Longevity is included
*Actual Salary

TABLE 4 (Continued)

Maximum Salaries for Selected Positions in Maryland Public Schools: 1986-87

Local Unit	Principal				Vice Principal			
	Master's	Master's + 30	Master's + 60	Doctor's	Master's	Master's + 30	Master + 60	Doctor's
Allegany	41,769	42,635	43,317	44,585	33,065	33,931	34,613	35,881
Anne Arundel	57,222	-	-	-	49,088	-	-	-
Baltimore City	51,878	-	-	-	40,287	-	-	-
Baltimore	50,880	52,580	53,431	54,278	47,282	48,982	49,833	50,680
Calvert	48,000	51,000	52,500	54,000	43,200	45,900	47,250	48,600
Caroline	43,460	43,960	-	44,960	38,180	38,680	-	39,680
Carroll	47,511	48,771	-	49,645	40,679	41,939	-	42,813
Cecil	48,019	50,319	50,819	51,119	41,703	44,003	44,503	44,803
Charles	47,373	-	-	-	36,705	-	-	-
Dorchester	41,168	42,168	-	43,168	37,016	38,016	-	39,016
Frederick	50,030	-	-	51,030	43,899	-	-	44,899
Garrett	44,181	44,681	45,181	45,681	33,078	33,578	34,078	34,578
Harford	43,987	47,549	-	48,149	40,367	43,929	-	44,529
Howard	55,024	55,870	-	56,817	46,954	47,800	-	48,747
Kent	45,296	45,796	46,146	46,346	37,104	37,604	37,954	38,154
Montgomery	64,105	-	-	-	52,174	-	-	-
Prince George's	55,167	57,170	58,171	58,571	45,452	47,455	48,456	48,856
Queen Anne's	50,010	50,260	-	51,310	43,410	43,660	-	44,710
St. Mary's	44,640	46,009	-	46,695	33,868	35,237	-	35,923
Somerset	34,450	-	-	35,050	29,025	-	-	29,550
Talbot	42,398	43,496	44,593	-	34,967	35,973	37,084	-
Washington	44,491	45,441	-	45,766	39,753	40,703	-	41,028
Wicomico	43,980	45,180	-	45,480	35,400	36,600	-	36,900
Worcester	47,085	48,930	-	50,775	40,784	42,374	-	43,964

Note: Longevity is included

TABLE 4 (Continued)

Maximum Salaries for Selected Positions in Maryland Public Schools: 1986-87

Local Unit	Teacher					
	Bachelor's	Bachelor/Master Equiv. or Master with SPC	Master's with APC	Master's + 30	Master's + 60	Doctor's
Allegany	26,456	26,456	28,651	29,517	30,199	31,467
Anne Arundel	31,273	34,128	34,250	35,601	-	37,261
Baltimore City	29,335	-	31,060	32,256	-	33,147
Baltimore	29,311	36,994	-	38,447	39,174	39,898
Calvert	25,841	33,733	-	35,475	-	-
Caroline	27,753	30,045	-	30,571	-	31,141
Carroll	27,116	32,440	-	33,937	-	34,737
Cecil	29,490	30,490	30,990	31,690	32,340	32,590
Charles	24,500	31,550	31,940	-	-	-
Dorchester	20,000	28,000	29,600	31,000	-	32,000
Frederick	25,704	-	32,337	33,995	-	34,995
Garrett	24,846	26,855	27,655	28,155	28,655	29,155
Harford	28,476	30,257	31,445	34,413	-	34,913
Howard	26,499	35,928	36,683	37,529	-	38,476
Kent	21,328	28,154	28,990	29,431	29,884	-
Montgomery	27,052	39,224	-	40,654	-	-
Prince George'	22,688	35,866	-	37,535	38,369	38,769
Queen Anne's	23,540	24,190	34,270	34,770	-	35,570
St. Mary's	24,950	30,030	30,602	31,895	-	33,345
Somerset	21,000	25,000	25,500	-	-	26,000
Talbot	27,782	29,357	30,032	30,707	31,107	-
Washington	26,635	31,046	-	31,865	32,165	32,365
Wicomico	27,700	29,500	30,000	30,500	-	-
Worcester	29,884	31,134	32,384	33,634	-	34,884

Note: (1) Salaries provided under grandfather provisions are not included
(2) Longevity is included

Table 5

Salary Range for Selected Administrative Positions: Maryland Public Schools: 1986-87

Local Unit	Assistant Superintendent	Director	Coordinator	Instructional Supervisor	Principal	Vice Principal
Allegany	39,549-50,219	-	19,468-38,746	32,940-43,610	22,772-44,585	23,821-35,881
Anne Arundel	46,986-70,479	42,625-63,938	30,855-54,978	34,221-53,856	34,221-57,222	30,855-49,088
Baltimore City	46,300-53,700	38,724-46,171	38,724-46,171	38,724-46,171	38,724-51,878	35,816-40,287
Baltimore	57,064-63,604	31,768-55,030	33,356-54,278	31,374-52,061	31,374-54,278	29,341-50,680
Calvert	58,400(Flat Rate)	33,000-54,000	-	30,800-50,400	29,700-54,000	24,420-48,600
Caroline	36,800-47,600	34,380-44,960	29,540-39,680	33,170-43,640	31,960-44,960	27,120-39,680
Carroll	51,276-56,840	46,140-50,682	27,894-42,213	32,352-46,670	29,379-49,645	27,894-42,813
Cecil	42,106-55,556	38,948-52,618	-	35,000-48,750	27,895-51,119	24,737-44,803
Charles	50,000(Flat Rate)	37,338-47,430	-	31,671-40,705	34,600-47,373	26,671-36,705
Dorchester	48,000(Flat Rate)	36,760-44,360	33,376-41,976	34,568-43,168	33,376-43,168	27,648-39,016
Frederick	55,000(Flat Rate)	34,034-53,500	27,415-41,300	29,863-44,899	27,415-51,030	27,415-44,899
Garrett	38,885-47,497	37,169-45,681	-	36,000-44,512	26,066-45,681	26,066-34,578
Harford	-	49,131(Flat Rate)	-	29,592-46,010	27,453-48,149	27,782-44,529
Howard	63,706(Flat Rate)	42,362-69,898	23,493-47,325	27,558-53,516	30,746-56-818	20,246-48,747
Kent	-	37,584-46,346	28,296-33,480	35,100-44,294	30,988-46,346	28,296-38,154
Montgomery	*69,646-77,068	45,459-64,105	42,673-56,716	42,673-56,716	48,987-64,105	42,673-52,174
Prince George's	60,389-71,370	51,239-62,220	30,800-48,936	33,343-51,038	32,343-58,651	28,738-48,936
Queen Anne's	-	52,000(Flat Rate)	-	43,560-50,320	41,250-51,310	33,000-44,710
St. Mary's	-	38,260-48,984	28,185-38,908	31,391-42,115	28,645-46,695	26,023-35,923
Somerset	39,986(Flat Rate)	-	24,000-33,600	25,450-35,050	24,000-35,050	20,000-29,550
Talbot	44,554-45,967	-	37,307-43,496	37,307-43,496	34,466-44,593	32,958-37,084
Washington	-	38,691-45,766	31,358-38,433	35,548-42,623	33,453-45,766	31,358-41,028
Wicomico	47,800(Flat Rate)	45,500(Flat Rate)	-	36,450-43,150	33,210-45,480	27,000-36,900
Worcester	52,500(Flat Rate)	-	28,409-43,964	33,395-48,772	34,810-50,775	28,409-43,964

Note: Longevity is included
*Associate Superintendent